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# *Virginia's Occupational Therapy Assistant Workforce: 2016*

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Healthcare Workforce Data Center

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*1,027 Occupational Therapy Assistants voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Medicine express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

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## The Occupational Therapy Assistant Workforce: At a Glance:

### The Workforce

Licensees:	1,505
Virginia's Workforce:	1,341
FTEs:	1,012

### Background

Rural Childhood:	51%
HS Degree in VA:	56%
Prof. Degree in VA:	65%

### Current Employment

Employed in Prof.:	97%
Hold 1 Full-time Job:	63%
Satisfied?:	97%

### Survey Response Rate

All Licensees:	68%
Renewing Practitioners:	88%

### Education

Associate:	97%
Baccalaureate:	3%

### Job Turnover

Switched Jobs in 2016:	11%
Employed over 2 yrs:	54%

### Demographics

% Female:	89%
Diversity Index:	31%
Median Age:	41

### Finances

Median Inc.:	\$45k-\$50k
Health Benefits:	56%
Under 40 w/ Ed debt:	55%

### Primary Roles

Patient Care:	90%
Administration:	3%
Education:	1%

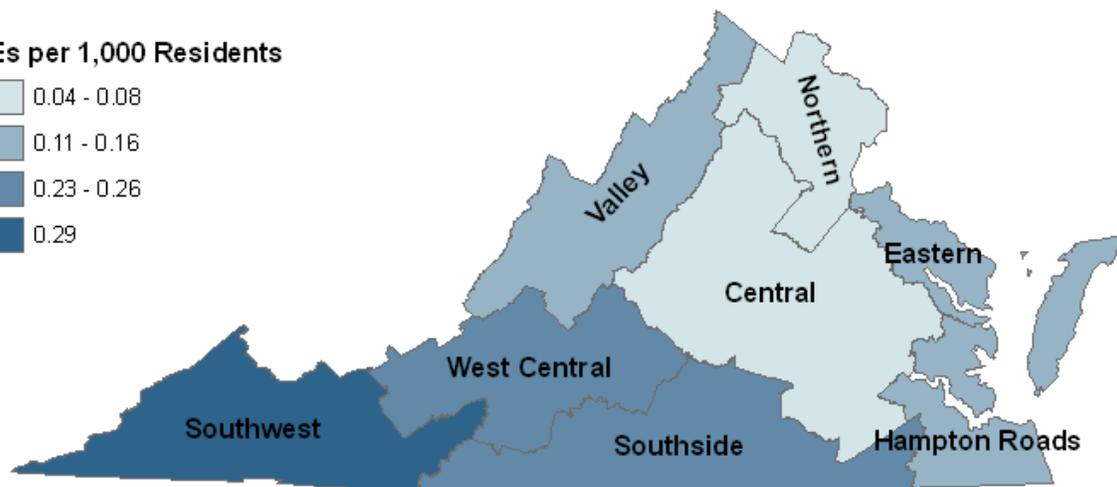
Source: Va. Healthcare Workforce Data Center

## Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents

	0.04 - 0.08
	0.11 - 0.16
	0.23 - 0.26
	0.29



Annual Estimates of the Resident Population: July 1, 2014  
Source: U.S. Census Bureau, Population Division



1,027 occupational therapy assistants (OTAs) voluntarily took part in the 2016 Occupational Therapy Assistant Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place on even-numbered years during the birth month of each OTA. These survey respondents represent 68% of the 1,505 OTAs who are licensed in the state and 88% of renewing practitioners.

The HWDC estimates that 1,341 OTAs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work in the profession at some point in the future. Virginia's OTA workforce provided 1,012 "full-time equivalency units" during the survey time period, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

89% of all OTAs are female, including 93% of those OTAs who are under the age of 40. In a random encounter between two OTAs, there is a 31% chance that they would be of different races or ethnicities, a measure known as the diversity index. For those OTAs who are under the age of 40, the diversity index actually falls to just 29%. For Virginia's population as a whole, this same probability is 55%.

51% of Virginia's OTA workforce grew up in a rural area, and 33% of these professionals currently work in non-Metro areas of the state. Overall, 23% of Virginia's OTAs currently work in non-Metro areas of the state. Meanwhile, 56% of OTAs went to high school in Virginia, and 65% also received their professional degree in the state. In total, 67% of all OTAs received some form of education in the state.

97% of all OTAs in the state have obtained an Associate degree, while 3% of OTAs have earned a Baccalaureate degree. 42% of the OTA workforce currently has educational debt, including 55% of those professionals who are under the age of 40. For those OTAs with education debt, the median debt load is between \$15,000 and \$20,000.

97% of all OTAs are currently employed in the profession. 63% of Virginia's OTAs hold one full-time position, while 20% currently have multiple positions. While 54% of all OTAs have been at their primary work location for at least two years, another 29% went to work at a new location at some point in the past year.

76% of Virginia's OTA workforce receives an hourly wage at their primary work location, while 14% work on salary or commission. The median annual income for Virginia's OTA workforce is between \$45,000 and \$50,000. Among professionals who receive either a salary or an hourly wage at their primary work location, 77% receive at least one employer-sponsored benefit, including 56% who receive health insurance. 97% of OTAs indicate they are satisfied with their current employment situation, including 75% who indicate they are "very satisfied".

87% of all OTAs work in the private sector, including 70% who work for a for-profit establishment. Skilled Nursing Facilities were the most common establishment type in the state, employing 49% of Virginia's OTA workforce. Meanwhile, 12% of all OTAs work for a Residential/Inpatient Rehabilitation Facility, and 9% work for a Home Health Care establishment.

A typical OTA spends a majority of her time caring for patients. In fact, 90% of all OTAs serve a patient care role, meaning that at least 60% of their time is spent in that activity. In addition, 3% of Virginia's OTA workforce served an administrative role, while 1% served in an educational role at their primary work location.

45% of all OTAs expect to retire by the age of 65. Within the next ten years, 16% of the current workforce expects to retire, while half of the current workforce plans on retiring by 2046. During the next two years, 24% of Virginia's OTA workforce expects to pursue education related to Occupational Therapy, while 12% plan on pursuing education in order to become an Occupational Therapist. In addition, 14% of Virginia's OTA workforce expects to increase their patient care activities within the next two years.

## Summary of Trends

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Over the past two years, the number of licensed OTAs in the state increased from 1,270 to 1,505. In addition, these licensees were more likely to respond to the HWDC survey than in 2014. Among all licenses, the response rate increased from 66% to 68%, while the response rate among renewing practitioners increased even more dramatically from 83% to 88%.

In addition, Virginia's OTA workforce has expanded considerably since 2014. Two years ago, there were 1,125 professionals in Virginia's OTA workforce, but this number jumped to 1,341 in 2016. Meanwhile, whereas Virginia's 2014 OTA workforce provided 898 FTEs throughout the state, Virginia's OTAs provided 1,012 FTEs in 2016.

Despite this overall increase, however, the typical OTA in the state actually provided fewer FTEs in 2016. The median OTA provided 0.83 FTEs in 2016, which translates into 33 hours per week over a 50-week work year. However, the median OTA provided 0.89 FTEs in 2014. Thus, the median OTA in 2014 actually worked 36 hours per week over the course of a 50-week work year.

The OTA workforce was also slightly younger and slightly more diverse in 2016. In 2016, the median age of all OTAs fell from 42 to 41. In addition, the percentage of OTAs who are under the age of 40 increased from 44% to 47%. Meanwhile, the overall diversity index for Virginia's OTA workforce increased from 29% to 31%. Regardless, Virginia's OTA workforce remains considerably less diverse than the state's overall population.

In 2014, 50% of all OTAs grew up in a rural area, and this percentage increased slightly to 51% in 2016. Regardless, these professionals were considerably less likely to work in non-Metro areas of the state than in prior years. In 2014, 38% of all OTAs who were raised in rural areas worked in non-Metro areas of the state, but this percentage fell to just 33% in 2016. The same trend was also observed among those OTAs who were raised in urban or suburban areas. Whereas 13% of these professionals worked in non-Metro areas of the state in 2014, only 11% do so now.

While Associate's degrees remain by far the most popular among Virginia's OTAs, these professionals were somewhat more likely to pursue more advanced degrees in 2016. Although only 1% of OTAs had earned a Baccalaureate degree as their highest professional degree in 2014, this percentage increased to 3% in 2016. At the same time, while the percentage of OTAs with educational debt held steady at 42%, the median debt burden increased. In 2014, the typical OTA with education debt owed between \$12,000 and \$15,000, but the typical professional now owes between \$15,000 and \$20,000.

Although there was no change in the median annual income among Virginia's OTA workforce, these professionals were less likely to receive additional employer-sponsored benefits in 2016. Two years ago, 81% of OTAs who earned either a salary or an hourly wage at their primary work location received at least one employer-sponsored benefit, but only 77% receive such a benefit in 2016. With respect to health insurance in particular, the percentage of wage and salaried OTAs who received this benefit fell from 61% to 56%. A similar decline was also observed with respect to employer-sponsored retirement plans. 51% of OTAs had access to such a plan in 2014, but only 47% had such access in 2016.

Regardless, Virginia's OTAs were still satisfied with their jobs. In 2016, the percentage of OTAs who indicated they were very satisfied with their work increased from 73% to 75%. In addition, the overall employment situation in the OTA workforce appears to have improved. In 2014, 7% of all OTAs were underemployed, while 3% were involuntary unemployed. However, in 2016, these percentages fell to 2% and 6%, respectively. The percentage of OTAs who have been at their primary work location for at least two years also increased from 51% to 54%.

In 2016, Virginia's OTA workforce appears to be slightly delaying their retirement expectations. Among all OTAs, the percentage who expects to retire by the age of 65 fell from 46% to 45%. Among those OTAs who are age 50 and over, this same percentage experienced a significantly larger drop from 36% to 30%. In addition, the percentage of OTAs who expect to retire within the next ten years fell slightly from 17% to 16%.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	1,162	77%
New Licensees	203	13%
Non-Renewals	140	9%
All Licensees	1,505	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 88% of renewing OTAs submitted a survey. These represent 68% of OTAs who held a license at some point in 2016.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
Under 30	160	125	44%
30 to 34	76	150	66%
35 to 39	54	135	71%
40 to 44	41	137	77%
45 to 49	44	140	76%
50 to 54	31	131	81%
55 to 59	30	84	74%
60 and Over	42	125	75%
<b>Total</b>	<b>478</b>	<b>1,027</b>	<b>68%</b>
<b>New Licenses</b>			
Issued in 2016	203	0	0%
<b>Metro Status</b>			
Non-Metro	78	209	73%
Metro	258	697	73%
Not in Virginia	142	121	46%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed OTAs

Number:	1,505
New:	13%
Not Renewed:	9%

Response Rates

All Licensees:	68%
Renewing Practitioners:	88%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	1,027
Response Rate, all licensees	68%
Response Rate, Renewals	88%

Source: Va. Healthcare Workforce Data Center

Definitions

- The Survey Period:** The survey was conducted throughout 2016.
- Target Population:** All OTAs who held a Virginia license at some point in 2016.
- Survey Population:** The survey was available to OTAs who renewed their licenses online. It was not available to those who did not renew, including all OTAs newly licensed in 2016.

## At a Glance:

### Workforce

2016 OTA Workforce: 1,341  
 FTEs: 1,012

### Utilization Ratios

Licensees in VA Workforce: 89%  
 Licensees per FTE: 1.49  
 Workers per FTE: 1.32

Source: Va. Healthcare Workforce Data Center

Virginia's OTA Workforce		
Status	#	%
Worked in Virginia in Past Year	1,328	99%
Looking for Work in Virginia	13	1%
Virginia's Workforce	1,341	100%
Total FTEs	1,012	
Licensees	1,505	

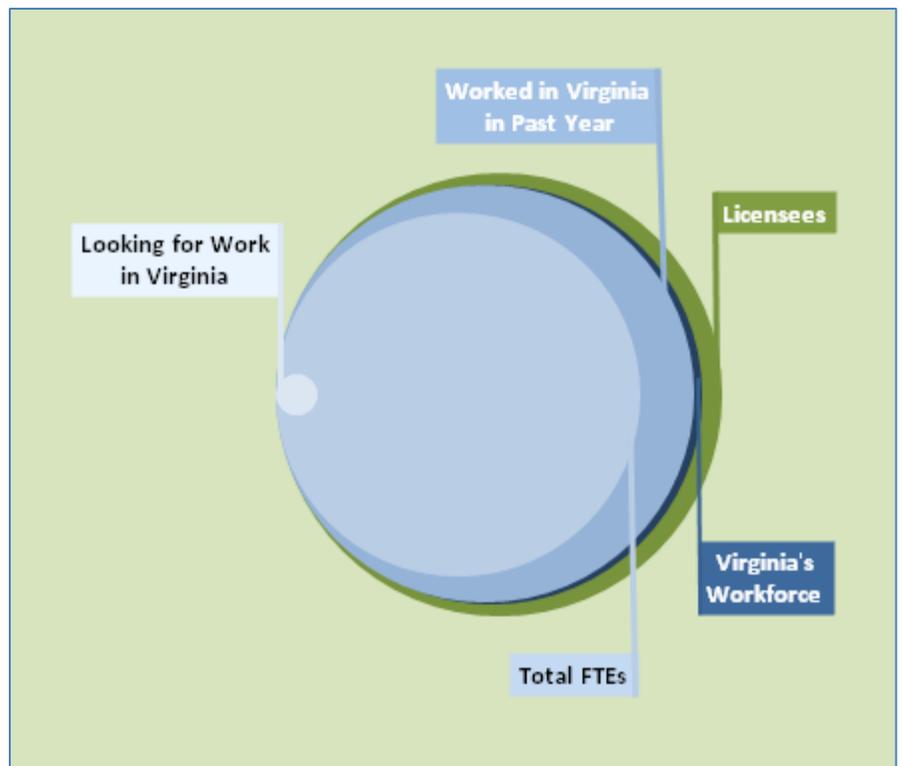
Source: Va. Healthcare Workforce Data Center

## Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

*This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:*

[www.dhp.virginia.gov/hwdc](http://www.dhp.virginia.gov/hwdc)



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	6	3%	246	97%	252	20%
30 to 34	20	10%	179	90%	199	16%
35 to 39	19	13%	131	87%	150	12%
40 to 44	21	14%	134	86%	155	12%
45 to 49	30	20%	122	80%	152	12%
50 to 54	17	12%	124	88%	140	11%
55 to 59	12	12%	84	88%	96	8%
60 +	15	11%	115	89%	130	10%
<b>Total</b>	<b>141</b>	<b>11%</b>	<b>1,135</b>	<b>89%</b>	<b>1,275</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	OTAs		OTAs under 40	
	%	#	%	#	%
White	63%	1,053	82%	509	84%
Black	19%	148	12%	53	9%
Asian	6%	13	1%	7	1%
Other Race	0%	21	2%	10	2%
Two or more races	2%	18	1%	11	2%
Hispanic	9%	29	2%	18	3%
<b>Total</b>	<b>100%</b>	<b>1,283</b>	<b>100%</b>	<b>608</b>	<b>100%</b>

\*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States and Counties: July 1, 2014.

Source: Va. Healthcare Workforce Data Center

At a Glance:

**Gender**

% Female: 89%  
% Under 40 Female: 93%

**Age**

Median Age: 41  
% Under 40: 47%  
% 55+: 18%

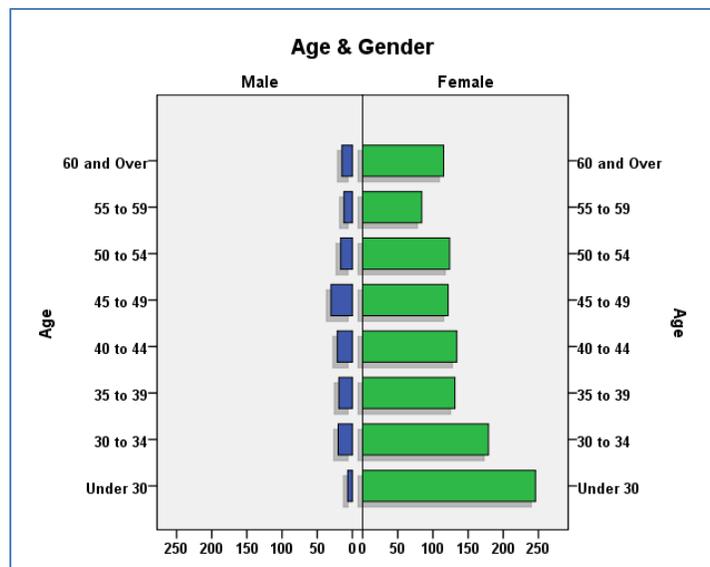
**Diversity**

Diversity Index: 31%  
Under 40 Div. Index: 29%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two OTAs, there is a 31% chance that they would be of a different race/ethnicity (a measure known as the diversity index). For Virginia's population as a whole, the comparable number is 55%.*

*47% of all OTAs are under the age of 40, and 93% of these professionals are female. In addition, there is a 29% chance that two randomly chosen OTAs from this age group would be of a different race or ethnicity.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 13%  
Rural Childhood: 51%

### Virginia Background

HS in Virginia: 56%  
Prof. Education in VA: 65%  
HS/Prof. Edu. in VA: 67%

### Location Choice

% Rural to Non-Metro: 33%  
% Urban/Suburban to Non-Metro: 11%

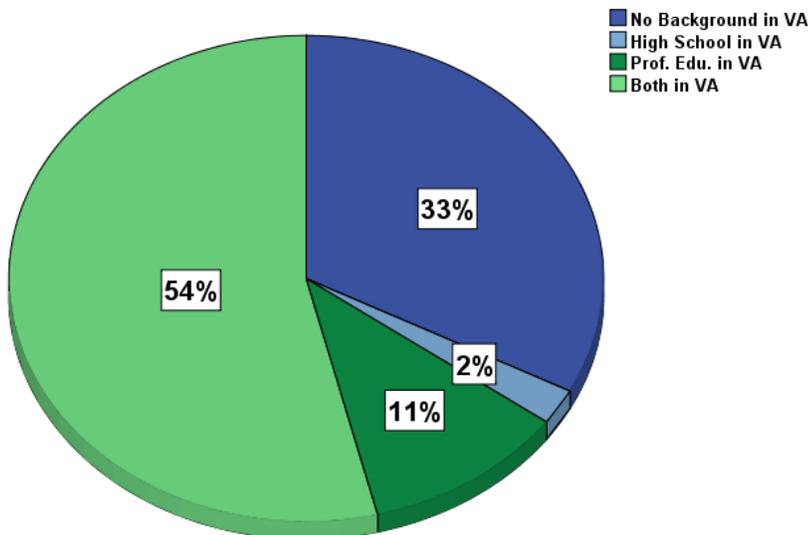
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	34%	47%	19%
2	Metro, 250,000 to 1 million	56%	33%	11%
3	Metro, 250,000 or less	71%	26%	3%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	80%	14%	6%
6	Urban pop, 2,500-19,999, Metro adj	56%	32%	13%
7	Urban pop, 2,500-19,999, nonadj	90%	6%	4%
8	Rural, Metro adj	79%	18%	3%
9	Rural, nonadj	82%	18%	
<b>Overall</b>		<b>51%</b>	<b>36%</b>	<b>13%</b>

Source: Va. Healthcare Workforce Data Center

## Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

51% of OTAs grew up in self-described rural areas, and 33% of these professionals currently work in non-metro counties. Overall, 23% of Virginia's OTA workforce works in non-metro counties of the state.

## Top Ten States for OTA Recruitment

Rank	All OTAs			
	High School	#	OTA School	#
1	Virginia	722	Virginia	828
2	Pennsylvania	81	Pennsylvania	62
3	New York	77	New York	53
4	West Virginia	49	North Carolina	40
5	Ohio	42	Florida	36
6	North Carolina	36	West Virginia	34
7	Florida	33	Texas	23
8	Maryland	21	Maryland	23
9	New Jersey	19	Ohio	21
10	Michigan	17	Massachusetts	14

Source: Va. Healthcare Workforce Data Center

*56% of OTAs received their high school degree in Virginia, while 65% received their initial professional degree in the state.*

Rank	Licensed in the Past 5 Years			
	High School	#	OTA School	#
1	Virginia	271	Virginia	296
2	Pennsylvania	32	Florida	30
3	West Virginia	28	Pennsylvania	24
4	Florida	21	West Virginia	19
5	Ohio	16	North Carolina	14
6	New York	14	Maryland	12
7	North Carolina	14	Ohio	10
8	Maryland	6	Texas	8
9	Missouri	6	Missouri	8
10	Michigan	6	South Carolina	7

Source: Va. Healthcare Workforce Data Center

*Among OTAs who have been licensed in the past five years, 55% received their high school degree in Virginia, while 61% received their initial professional degree in the state.*

*11% of licensed OTAs did not participate in Virginia's workforce in the past year. 99% of these OTAs worked at some point in the past year, including 92% who currently work as OTAs.*

### At a Glance:

#### Not in VA Workforce

Total:	163
% of Licensees:	11%
Federal/Military:	3%
Va Border State/DC:	16%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Associate Degree	1,210	97%
Baccalaureate Degree	33	3%
Masters Degree	4	0%
Doctoral Degree	2	0%
<b>Total</b>	<b>1,249</b>	<b>100%</b>

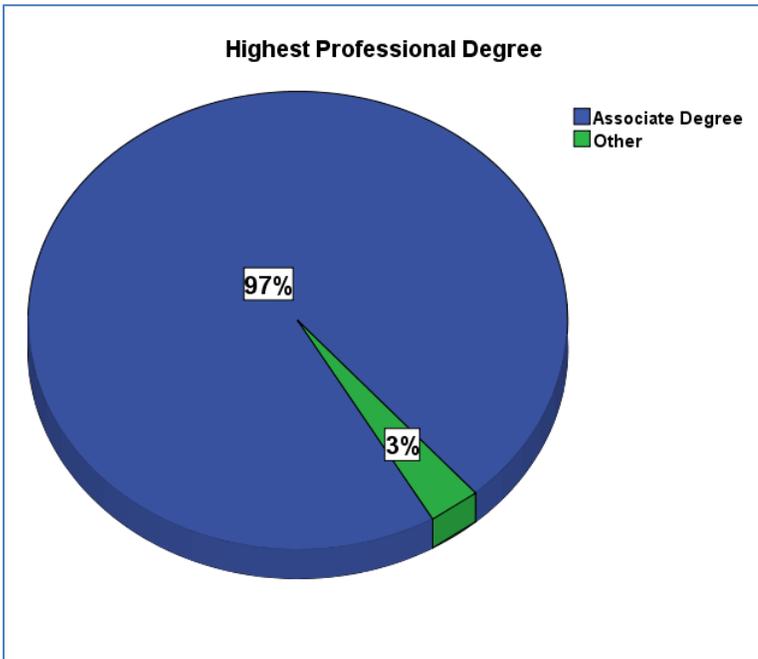
Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Education**  
 Associate: 97%  
 Baccalaureate: 3%

**Educational Debt**  
 With debt: 42%  
 Under age 40 with debt: 55%  
 Median debt: \$15k-\$20k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Only 3% of Virginia's OTA have pursued additional education beyond an Associate degree.

42% of OTAs currently have educational debt, including 55% of those under the age of 40. For those OTAs with educational debt, the median debt burden is between \$15,000 and \$20,000.

Educational Debt				
Amount Carried	All OTAs		OTAs under 40	
	#	%	#	%
None	672	58%	246	45%
\$2,000 or Less	31	3%	19	3%
\$2,001-\$4,000	24	2%	10	2%
\$4,001-\$6,000	28	2%	15	3%
\$6,001-\$8,000	28	2%	20	4%
\$8,001-\$10,000	48	4%	29	5%
\$10,001-\$12,000	29	3%	20	4%
\$12,001-\$15,000	31	3%	19	3%
\$15,001-\$20,000	48	4%	24	4%
\$20,001-\$25,000	49	4%	34	6%
More than \$25,000	162	14%	108	20%
<b>Total</b>	<b>1,151</b>	<b>100%</b>	<b>543</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Top Specialties:

Gerontology:	33%
Physical Rehabilitation:	24%
Home Health:	17%

### Top Certifications

Dementia Care:	2%
Lymphedema Therapist:	1%
School Systems:	1%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Specializations		
Area	#	% of Workforce
<b>Gerontology</b>	446	33%
<b>Physical Rehabilitation</b>	328	24%
<b>Home Health</b>	232	17%
<b>Neurorehabilitation</b>	173	13%
<b>Acute Care</b>	169	13%
<b>School Systems</b>	153	11%
<b>Pediatrics</b>	146	11%
<b>Developmental Disabilities</b>	141	11%
<b>Sensory Processing</b>	128	10%
<b>Environmental Modification</b>	117	9%
<b>Mental Health</b>	104	8%
<b>Feeding, Eating, Swallowing</b>	100	7%
<b>Hand Therapy</b>	70	5%
<b>Low Vision</b>	66	5%
<b>Early Intervention</b>	54	4%
<b>Driving and Community Mobility</b>	10	1%
<b>Industrial/Workplace</b>	6	0%
<b>Other</b>	79	6%
<b>At Least One Specialty</b>	<b>868</b>	<b>65%</b>

Source: Va. Healthcare Workforce Data Center

*65% of Virginia's OTA workforce has at least one self-designated specialization. Gerontology was the most common specialty among Virginia's OTAs.*

## Certifications

Proficiency Area	#	% of Workforce
<b>Dementia Care Specialist</b>	26	2%
<b>Certified Lymphedema Therapist</b>	18	1%
<b>School Systems</b>	10	1%
<b>Environmental Modification (SCAEM)</b>	1	0%
<b>Low Vision (SCALV)</b>	1	0%
<b>Certification, Other</b>	76	6%
<b>Total</b>	<b>122</b>	<b>9%</b>

Source: Va. Healthcare Workforce Data Center

*9% of Virginia's OTA workforce has at least one certification. Dementia Care Specialist was the most common certification among Virginia's OTAs.*

## At a Glance:

### Employment

Employed in Profession: 97%  
 Involuntarily Unemployed: < 1%

### Positions Held

1 Full-Time: 63%  
 2 or more Positions: 20%

### Weekly Hours:

40 to 49: 38%  
 60 or more: 2%  
 Less than 30: 16%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	0	0%
Employed in an occupational-therapy related capacity	1,242	97%
Employed, NOT in an occupational-therapy related capacity	19	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	3	0%
Voluntarily unemployed	20	2%
Retired	1	0%
<b>Total</b>	<b>1,285</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*97% of licensed OTAs are currently employed in the profession. 63% of all OTAs currently hold one full-time job, and 38% of all OTAs work between 40 and 49 hours per week.*

Current Positions		
Positions	#	%
No Positions	24	2%
One Part-Time Position	190	15%
Two Part-Time Positions	46	4%
One Full-Time Position	796	63%
One Full-Time Position & One Part-Time Position	152	12%
Two Full-Time Positions	0	0%
More than Two Positions	51	4%
<b>Total</b>	<b>1,259</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	24	2%
1 to 9 hours	42	3%
10 to 19 hours	78	6%
20 to 29 hours	85	7%
30 to 39 hours	496	40%
40 to 49 hours	469	38%
50 to 59 hours	27	2%
60 to 69 hours	9	1%
70 to 79 hours	3	0%
80 or more hours	14	1%
<b>Total</b>	<b>1,247</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Annual Income	#	%
Volunteer Work Only	1	0%
\$30,000 or less	114	11%
\$30,001-\$35,000	69	7%
\$35,001-\$40,000	89	9%
\$40,001-\$45,000	122	12%
\$45,001-\$50,000	154	15%
\$50,001-\$55,000	124	12%
\$55,001-\$60,000	124	12%
\$60,001-\$65,000	66	7%
\$65,001-\$70,000	52	5%
\$70,001-\$75,000	33	3%
\$75,001-\$80,000	37	4%
More than \$80,000	22	2%
<b>Total</b>	<b>1,007</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	938	75%
Somewhat Satisfied	283	23%
Somewhat Dissatisfied	32	3%
Very Dissatisfied	1	0%
<b>Total</b>	<b>1,255</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Earnings**  
Median Income: \$45k-\$50k

**Benefits**  
Employer Health Ins.: 56%  
Employer Retirement: 47%

**Satisfaction**  
Satisfied 97%  
Very Satisfied: 75%

Source: Va. Healthcare Workforce Data Center

*The typical OTA earned between \$45,000 and \$50,000 in the past year. In addition, among OTAs who received either an hourly wage or a salary at their primary work location, 77% received at least one employer-sponsored benefit.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	775	62%	66%
Health Insurance	657	53%	56%
Dental Insurance	641	52%	54%
Retirement	592	48%	47%
Paid Sick Leave	586	47%	50%
Group Life Insurance	403	32%	34%
Signing/Retention Bonus	58	5%	5%
<b>At Least One Benefit</b>	<b>932</b>	<b>75%</b>	<b>77%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	26	2%
Experience Voluntary Unemployment?	56	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	86	6%
Work two or more positions at the same time?	312	23%
Switch employers or practices?	151	11%
<b>Experienced at least one</b>	<b>505</b>	<b>38%</b>

Source: Va. Healthcare Workforce Data Center

*Only 2% of Virginia’s OTAs experienced involuntary unemployment at some point in 2016. By comparison, Virginia’s average monthly unemployment rate was 4.0%.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	36	3%	44	10%
<b>Less than 6 Months</b>	66	5%	81	19%
<b>6 Months to 1 Year</b>	142	11%	69	16%
<b>1 to 2 Years</b>	330	26%	103	24%
<b>3 to 5 Years</b>	345	28%	77	18%
<b>6 to 10 Years</b>	196	16%	42	10%
<b>More than 10 Years</b>	135	11%	18	4%
<b>Subtotal</b>	<b>1,251</b>	<b>100%</b>	<b>434</b>	<b>100%</b>
<b>Did not have location</b>	19		889	
<b>Item Missing</b>	71		17	
<b>Total</b>	<b>1,341</b>		<b>1,341</b>	

Source: Va. Healthcare Workforce Data Center

*76% of Virginia’s OTA workforce received an hourly wage at their primary work location, while 14% received a salary or commission.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 2%  
Underemployed: 6%

**Turnover & Tenure**

Switched Jobs: 11%  
New Location: 29%  
Over 2 years: 54%  
Over 2 yrs, 2<sup>nd</sup> location: 32%

**Employment Type**

Hourly Wage: 76%  
Salary/Commission: 14%

Source: Va. Healthcare Workforce Data Center

*54% of OTAs have worked at their primary location for more than two years—the job tenure normally required to get a conventional mortgage loan.*

Employment Type		
Primary Work Site	#	%
<b>Hourly Wage</b>	780	76%
<b>Salary/Commission</b>	140	14%
<b>By Contract</b>	108	10%
<b>Business/Practice Income</b>	0	0%
<b>Unpaid</b>	0	0%
<b>Subtotal</b>	<b>1,029</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The not seasonally adjusted monthly unemployment rate ranged from 4.4% in January to 3.8% in December. At the time of publication, December’s unemployment rate was still preliminary.

## At a Glance:

### Concentration

Top Region:	25%
Top 3 Regions:	58%
Lowest Region:	2%

### Locations

2 or more (2016):	35%
2 or more (Now*):	32%

Source: Va. Healthcare Workforce Data Center

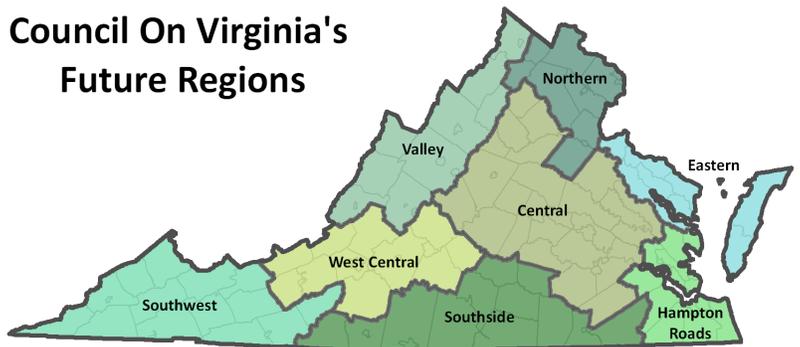
58% of all OTAs work in one of three regions of the state: Hampton Roads, West Central Virginia, or Central Virginia.

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	173	14%	56	13%
Eastern	21	2%	8	2%
Hampton Roads	315	25%	96	22%
Northern	136	11%	63	14%
Southside	108	9%	32	7%
Southwest	157	13%	50	11%
Valley	79	6%	32	7%
West Central	231	19%	80	18%
Virginia Border State/DC	3	0%	8	2%
Other US State	25	2%	15	3%
Outside of the US	0	0%	0	0%
<b>Total</b>	<b>1,248</b>	<b>100%</b>	<b>440</b>	<b>100%</b>
Item Missing	73		10	

Source: Va. Healthcare Workforce Data Center

## Council On Virginia's Future Regions



32% of all OTAs had multiple work locations at the time of the survey, while 35% of OTAs had at least two work locations during the previous year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	13	1%	24	2%
1	799	64%	828	66%
2	195	16%	199	16%
3	157	13%	160	13%
4	38	3%	17	1%
5	25	2%	9	1%
6 or More	22	2%	11	1%
<b>Total</b>	<b>1,249</b>	<b>100%</b>	<b>1,249</b>	<b>100%</b>

\*At the time of survey completion: throughout 2016 on the birth month of each respondent.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	843	70%	336	78%
<b>Non-Profit</b>	196	16%	54	13%
<b>State/Local Government</b>	135	11%	31	7%
<b>Veterans Administration</b>	2	0%	1	0%
<b>U.S. Military</b>	9	1%	4	1%
<b>Other Federal Government</b>	15	1%	4	1%
<b>Total</b>	<b>1,200</b>	<b>100%</b>	<b>430</b>	<b>100%</b>
<b>Did not have location</b>	19		889	
<b>Item Missing</b>	122		21	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

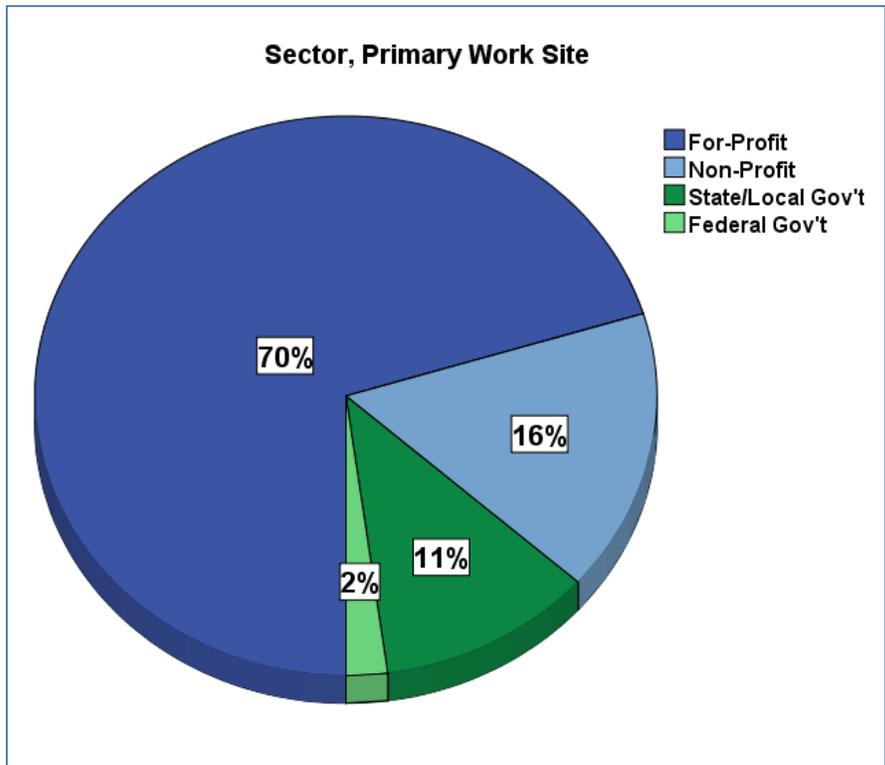
For Profit:	70%
Federal:	2%

**Top Establishments**

Skilled Nursing Facility:	49%
Rehabilitation Facility:	12%
Home Health Care:	9%

Source: Va. Healthcare Workforce Data Center

87% of all OTAs work in the private sector, including 70% who work at for-profit establishments. Another 11% of Virginia's OTAs work for either state or local governments.

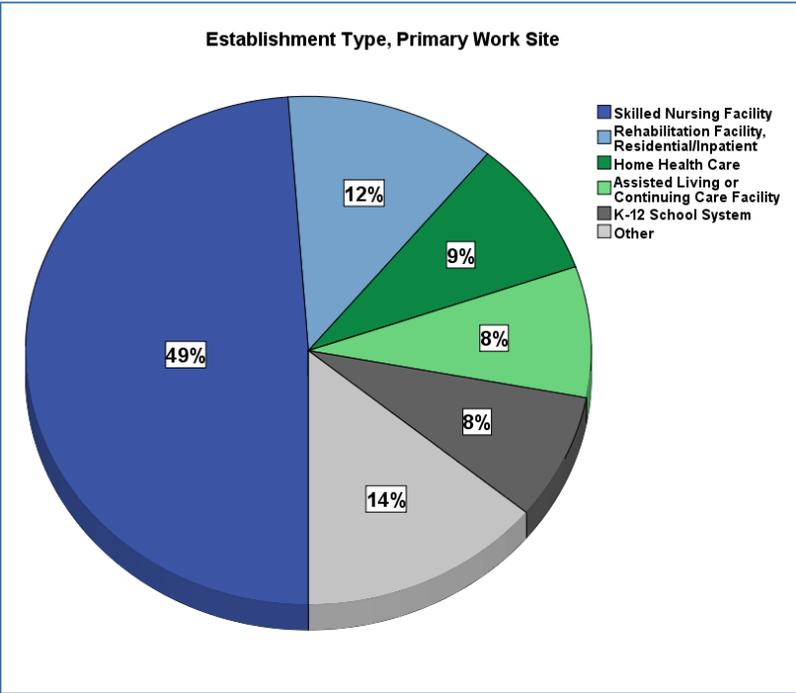


Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
<b>Skilled Nursing Facility</b>	566	49%	205	49%
<b>Rehabilitation Facility, Residential/Inpatient</b>	140	12%	43	10%
<b>Home Health Care</b>	101	9%	60	14%
<b>Assisted Living or Continuing Care Facility</b>	96	8%	57	14%
<b>K-12 School System</b>	93	8%	6	1%
<b>Rehabilitation Facility, Outpatient Clinic</b>	41	4%	9	2%
<b>General Hospital, Inpatient Department</b>	35	3%	13	3%
<b>General Hospital, Outpatient Department</b>	17	1%	3	1%
<b>Private Practice, Solo</b>	11	1%	3	1%
<b>Academic Institution</b>	11	1%	0	0%
<b>PACE Center</b>	9	1%	1	0%
<b>Private Practice, Group</b>	8	1%	6	1%
<b>Mental Health, Inpatient</b>	6	1%	1	0%
<b>Employment Services/Vocational Facility</b>	1	0%	0	0%
<b>Physician Office</b>	1	0%	0	0%
<b>Other</b>	22	2%	13	3%
<b>Total</b>	<b>1,158</b>	<b>100%</b>	<b>420</b>	<b>100%</b>
<b>Did Not Have a Location</b>	19		889	

*Skilled Nursing Facilities are the most primary common establishment type in Virginia, employing 49% of the state's OTA workforce.*

Source: Va. Healthcare Workforce Data Center



*Among those OTAs who also had a secondary work location, 49% work at a skilled nursing facility as well.*

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### A Typical OTA's Time

Patient Care: 90%-99%  
Administration: 1%-9%

### Roles

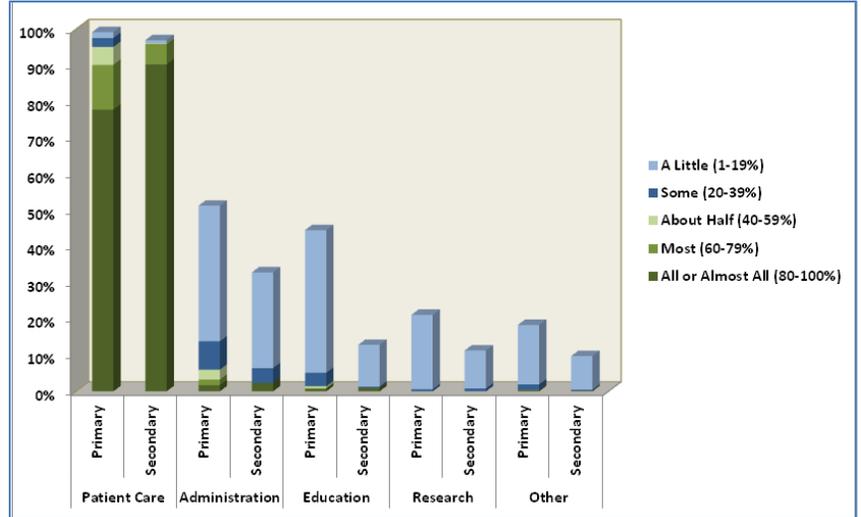
Patient Care: 90%  
Administrative: 3%  
Education: 1%

### Patient Care OTAs

Median Admin Time: 0%  
Ave. Admin Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

*The typical OTA spends most of her time in patient care activities. In fact, 90% of all OTAs fill a patient care role, defined as spending at least 60% of her time in that activity.*

Time Allocation										
Time Spent	Patient Care		Admin.		Education		Research		Other	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
<b>All or Almost All (80-100%)</b>	78%	90%	2%	2%	1%	1%	0%	0%	0%	0%
<b>Most (60-79%)</b>	12%	6%	2%	0%	0%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	5%	0%	3%	0%	1%	0%	0%	0%	0%	0%
<b>Some (20-39%)</b>	2%	0%	8%	4%	4%	0%	1%	1%	2%	0%
<b>A Little (1-19%)</b>	2%	1%	37%	26%	39%	12%	21%	11%	16%	9%
<b>None (0%)</b>	1%	3%	49%	67%	56%	87%	79%	89%	82%	90%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All OTAs		OTAs over 50	
	#	%	#	%
<b>Under age 50</b>	27	2%	-	-
<b>50 to 54</b>	41	4%	3	1%
<b>55 to 59</b>	126	11%	21	7%
<b>60 to 64</b>	302	27%	70	23%
<b>65 to 69</b>	392	36%	142	46%
<b>70 to 74</b>	94	9%	39	13%
<b>75 to 79</b>	24	2%	13	4%
<b>80 or over</b>	11	1%	1	0%
<b>I do not intend to retire</b>	85	8%	20	6%
<b>Total</b>	<b>1,103</b>	<b>100%</b>	<b>309</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

Retirement Expectations

**All OTAs**

Under 65: 45%

Under 60: 18%

**OTAs 50 and over**

Under 65: 30%

Under 60: 8%

Time until Retirement

Within 2 years: 2%

Within 10 years: 16%

Half the workforce: by 2046

Source: Va. Healthcare Workforce Data Center

*45% of all OTAs expect to retire before the age of 65, while 19% plan on working until at least age 70. Among OTAs who are age 50 and over, 30% still expect to retire by age 65, while 24% plan on working until at least age 70.*

*Within the next two years, 12% of Virginia's OTA workforce plan on pursuing education in order to become an Occupational Therapist, while 24% plan on pursuing other OT-related educational opportunities.*

**Future Plans**

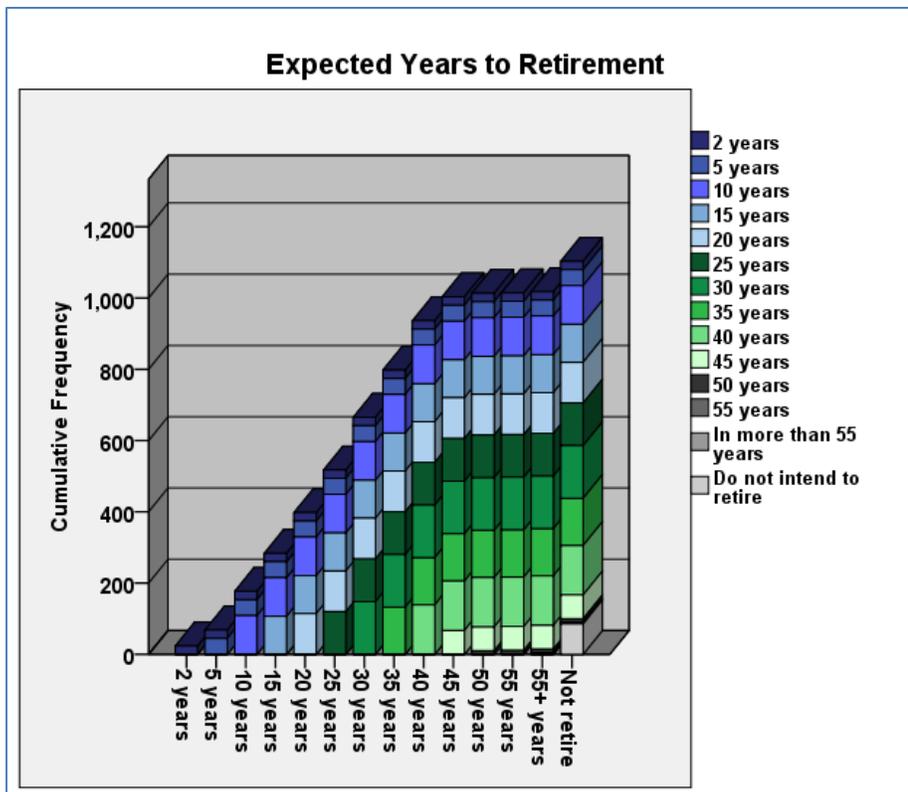
Two Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	15	1%
<b>Leave Virginia</b>	48	4%
<b>Decrease Patient Care Hours</b>	83	6%
<b>Decrease Teaching Hours</b>	0	0%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	185	14%
<b>Increase Teaching Hours</b>	63	5%
<b>Pursue Education to Become OT</b>	156	12%
<b>Pursue Other OT-Related Education</b>	322	24%
<b>Return to Virginia's Workforce</b>	9	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for OTAs. Only 2% of OTAs expect to retire within the next two years, while 16% plan on retiring within the next ten years. Half of the current OTA workforce expects to be retired by 2046.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	24	2%	2%
5 years	45	4%	6%
10 years	109	10%	16%
15 years	107	10%	26%
20 years	114	10%	36%
25 years	120	11%	47%
30 years	148	13%	60%
35 years	132	12%	56%
40 years	139	13%	85%
45 years	67	6%	91%
50 years	10	1%	92%
55 years	1	0%	92%
In more than 55 years	3	0%	92%
Do not intend to retire	85	8%	100%
<b>Total</b>	<b>1,103</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach 10% of the current workforce starting in 2026. Retirements will peak at 13% of the current workforce around 2046 before declining to under 10% of the current workforce again around 2061.

## At a Glance:

### FTEs

Total: 1,012  
 FTEs/1,000 Residents: 0.122  
 Average: 0.77

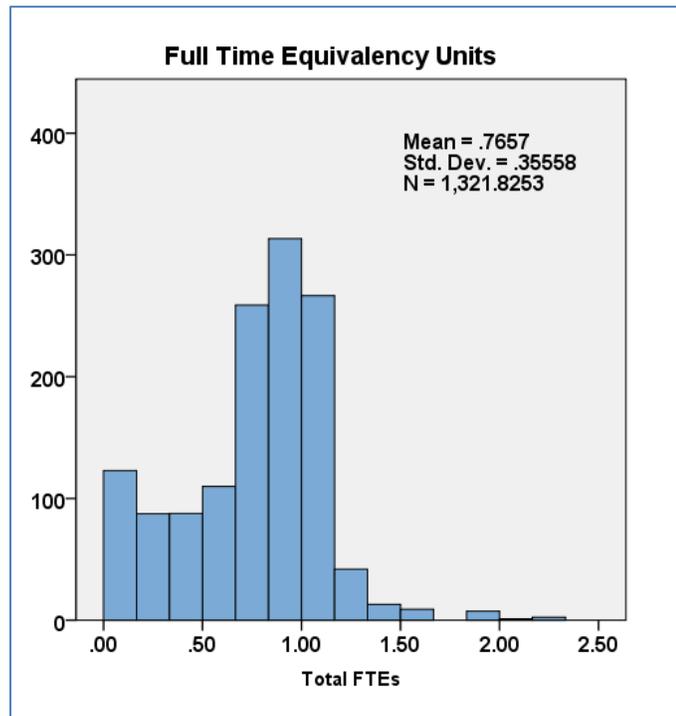
### Age & Gender Effect

Age, Partial Eta<sup>2</sup>: Small  
 Gender, Partial Eta<sup>2</sup>: Small

*Partial Eta<sup>2</sup> Explained:*  
 Partial Eta<sup>2</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

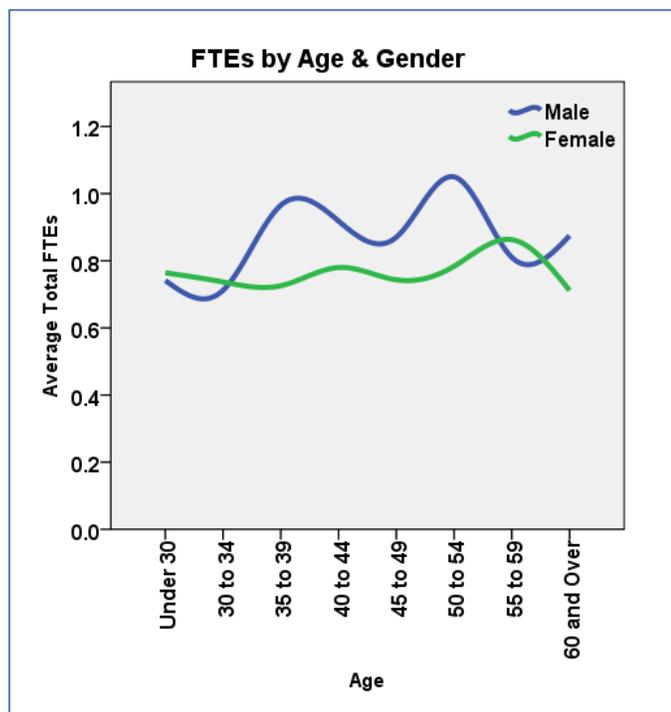


Source: Va. Healthcare Workforce Data Center

The typical OTA provided 0.83 FTEs in 2016, or approximately 33 hours per week for 50 weeks. Although FTEs appear to vary by gender, statistical tests did not verify that a difference exists.<sup>2</sup>

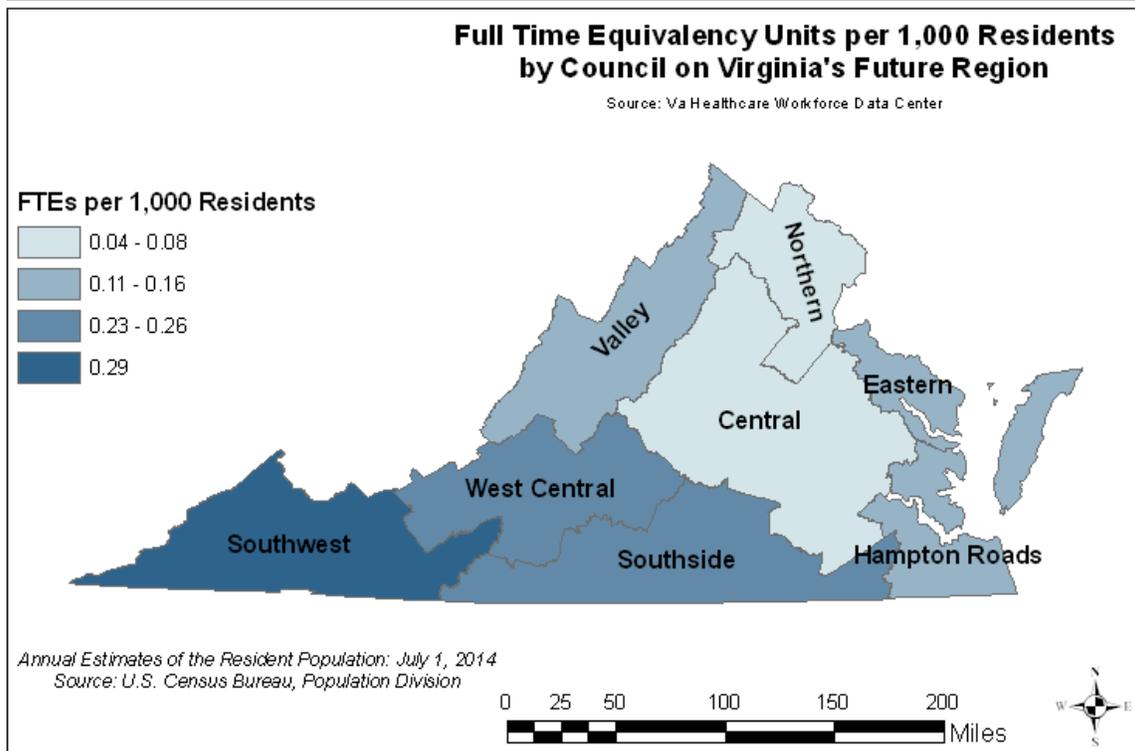
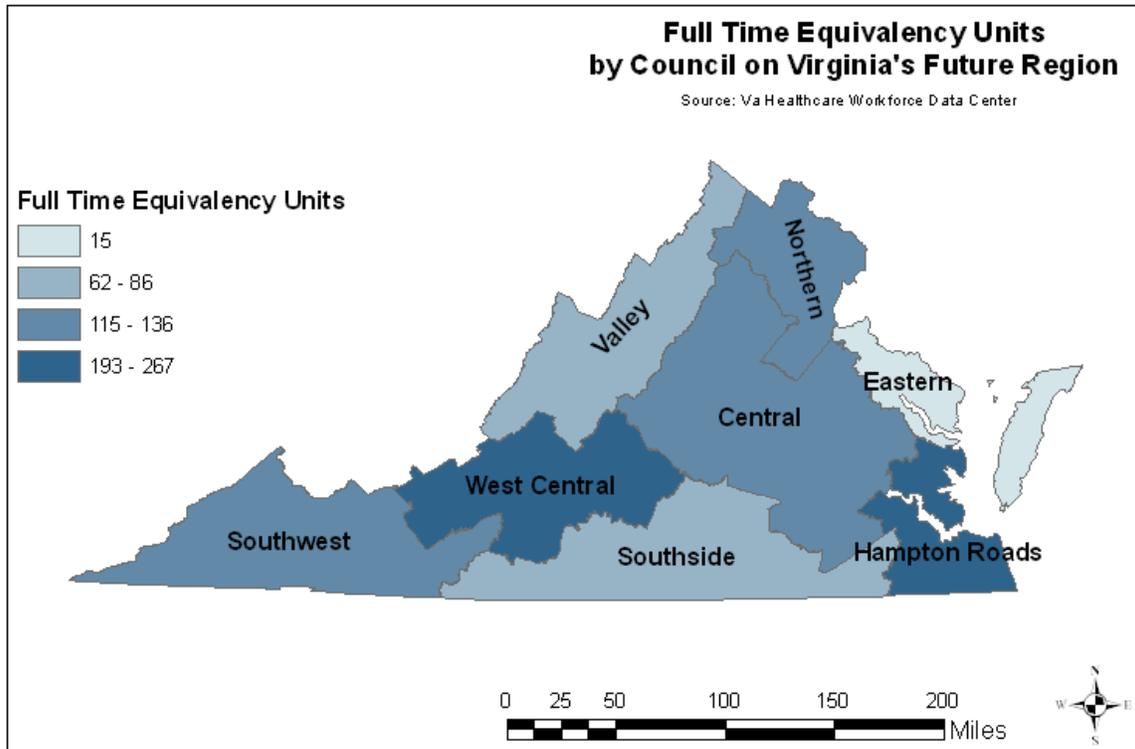
Full-Time Equivalency Units		
Age	Average	Median
<b>Age</b>		
Under 30	0.76	0.86
30 to 34	0.74	0.83
35 to 39	0.75	0.84
40 to 44	0.80	0.88
45 to 49	0.78	0.80
50 to 54	0.81	0.84
55 to 59	0.84	0.89
60 and Over	0.68	0.76
<b>Gender</b>		
Male	0.88	0.96
Female	0.76	0.83

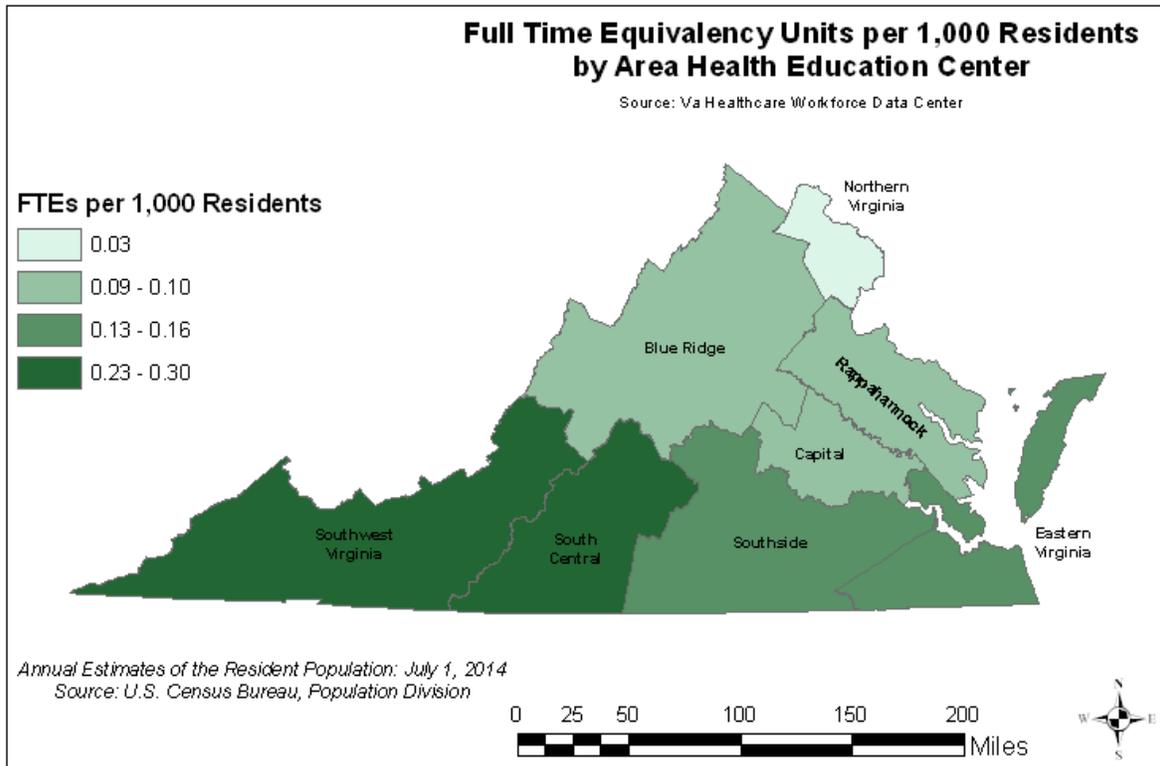
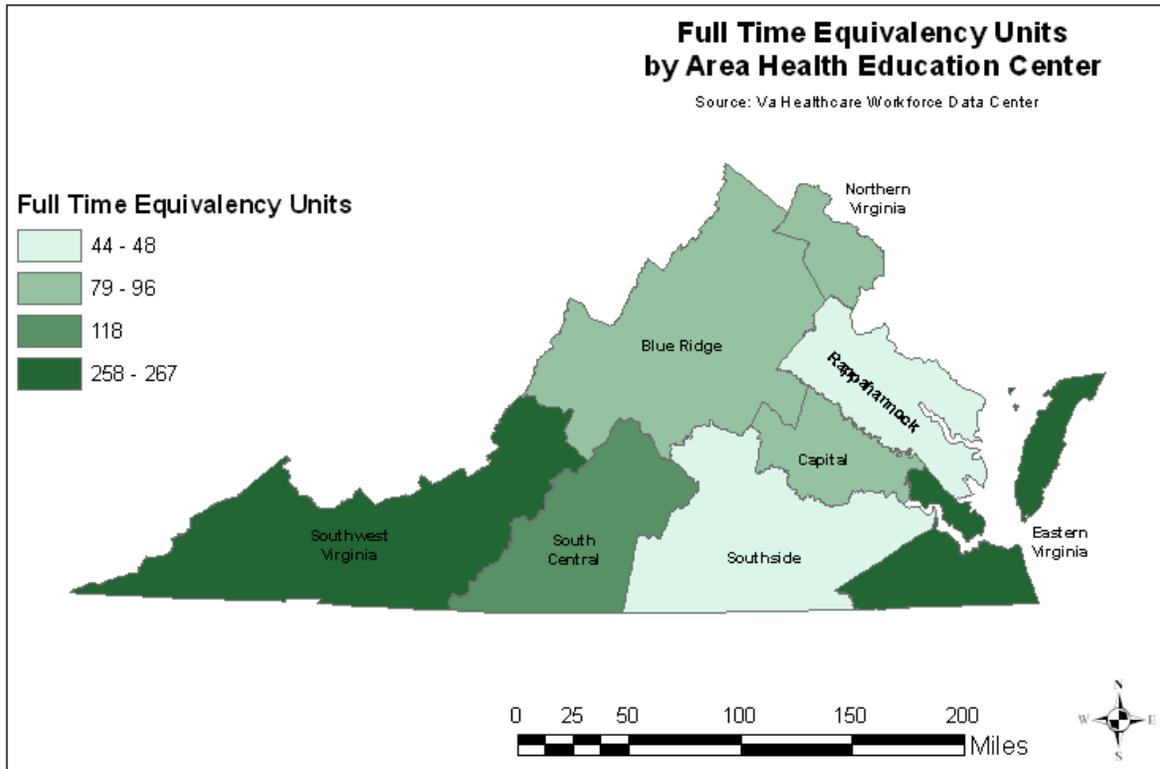
Source: Va. Healthcare Workforce Data Center

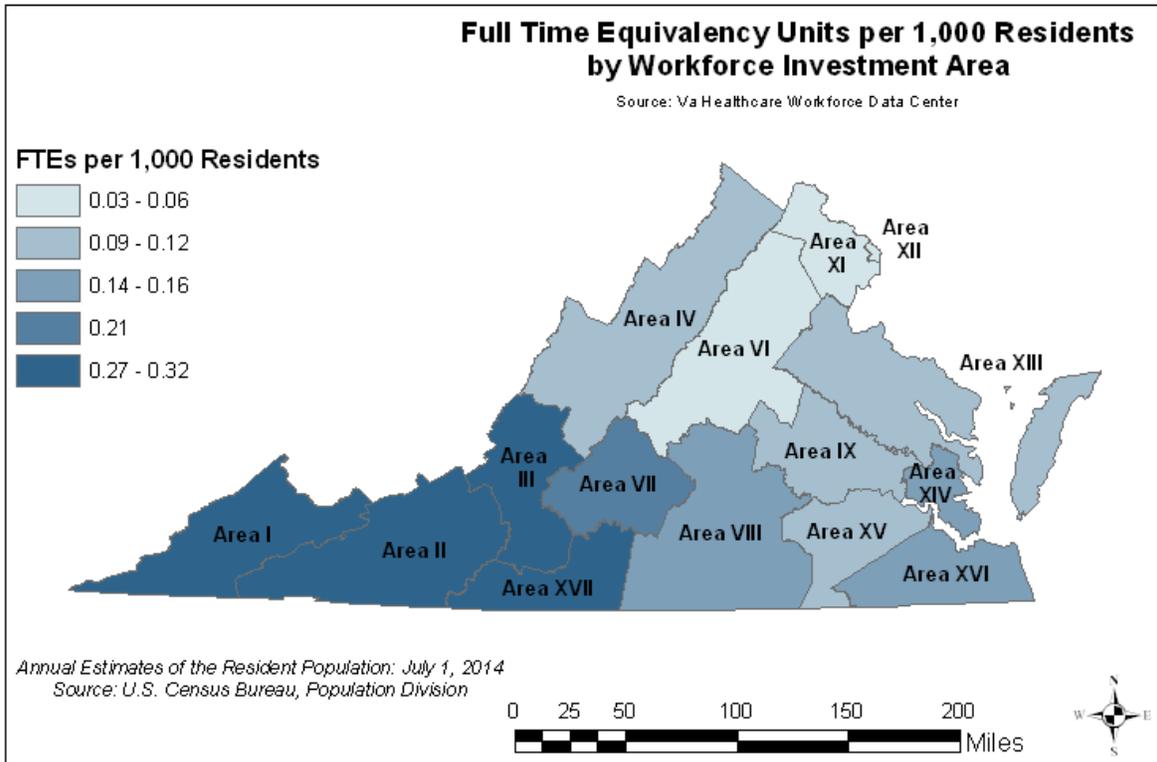
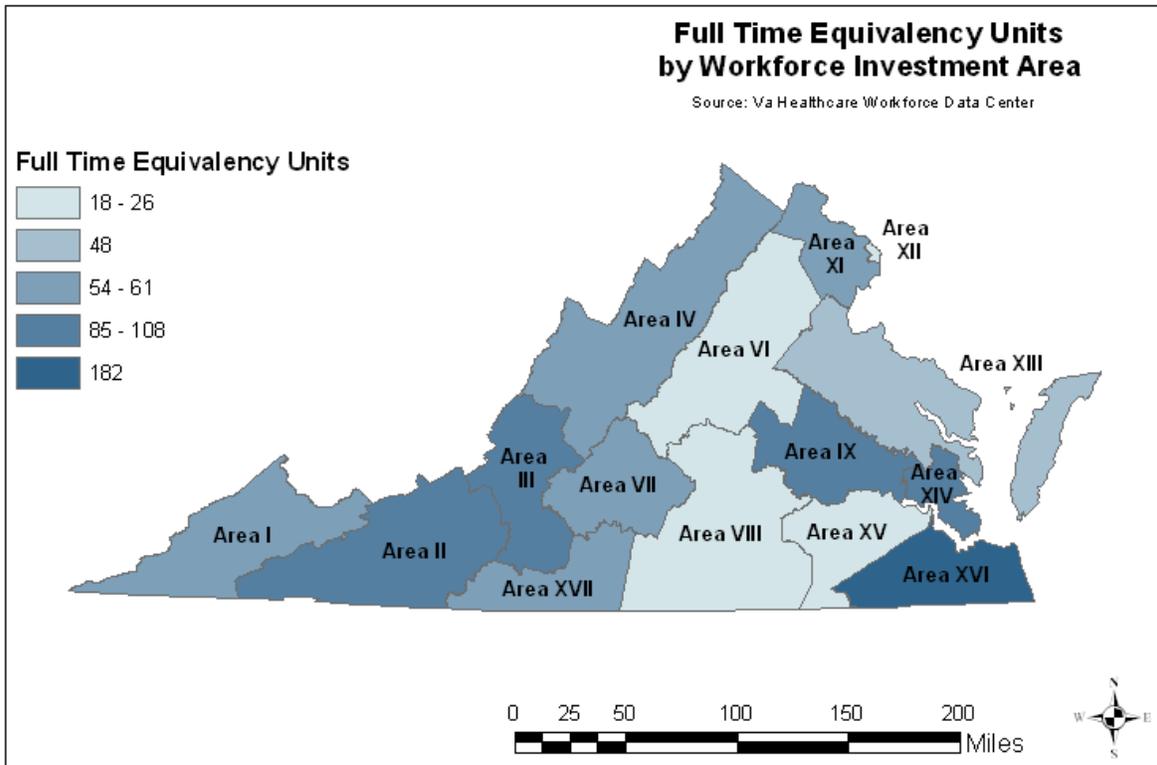


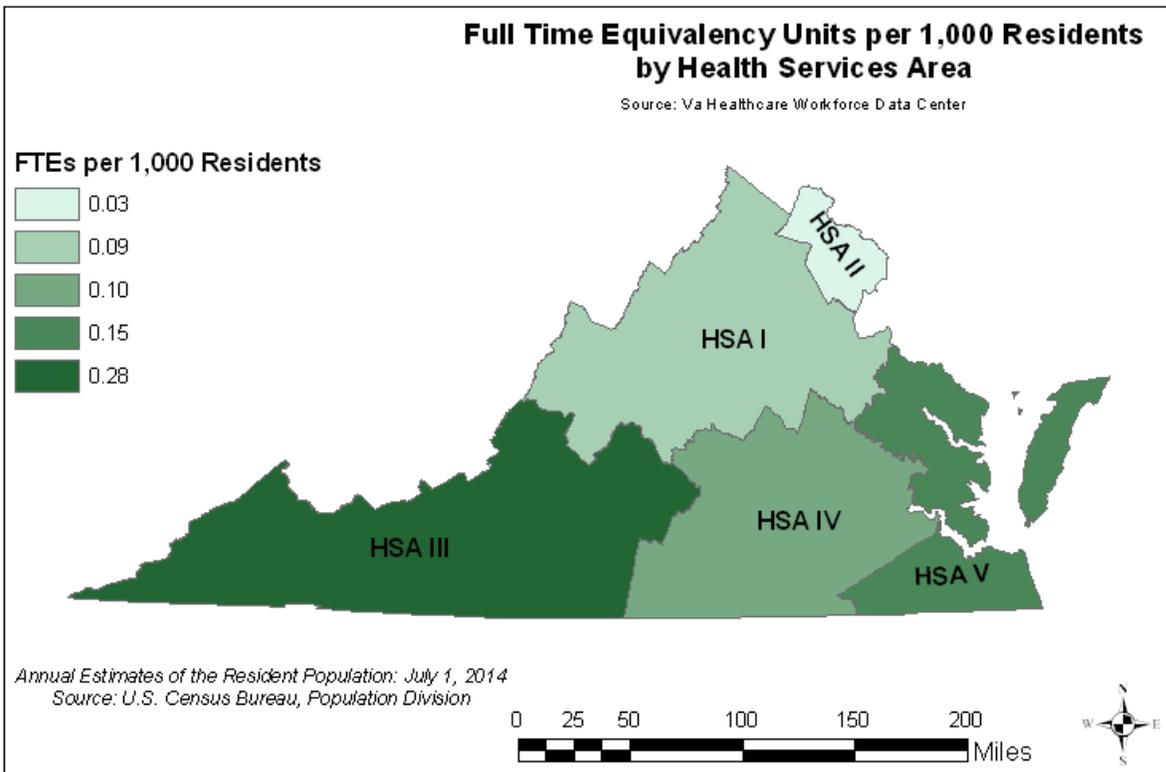
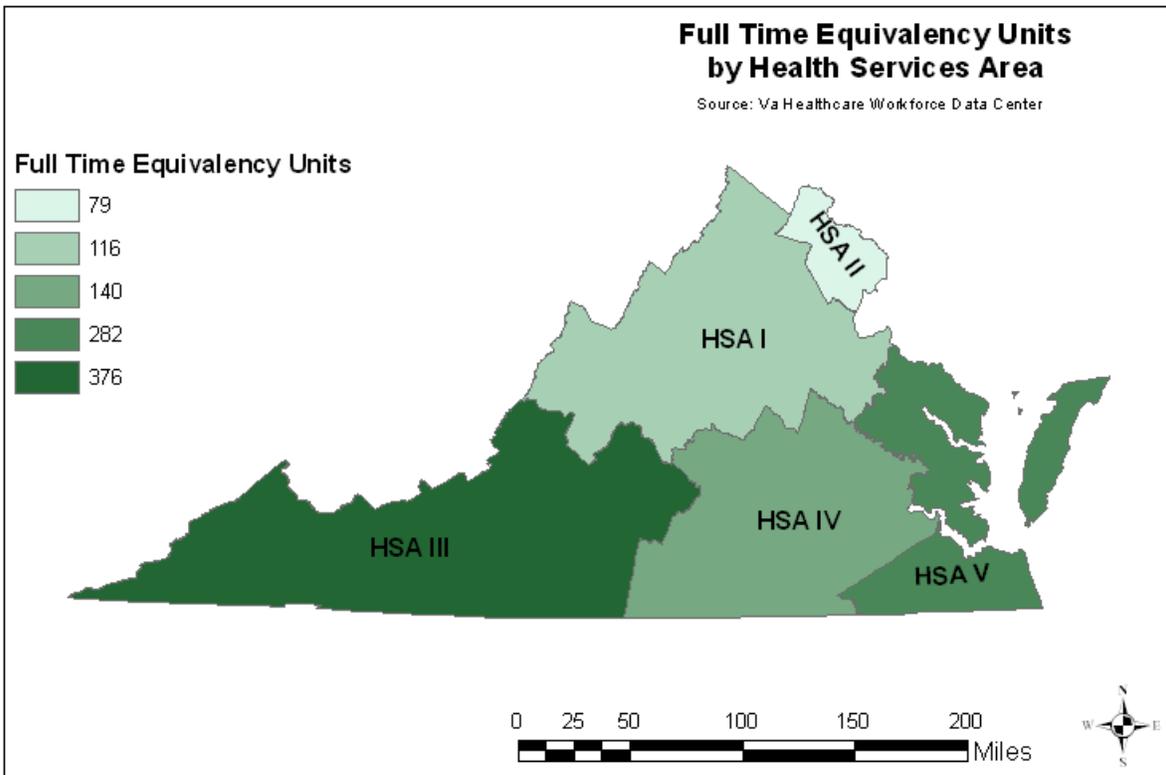
Source: Va. Healthcare Workforce Data Center

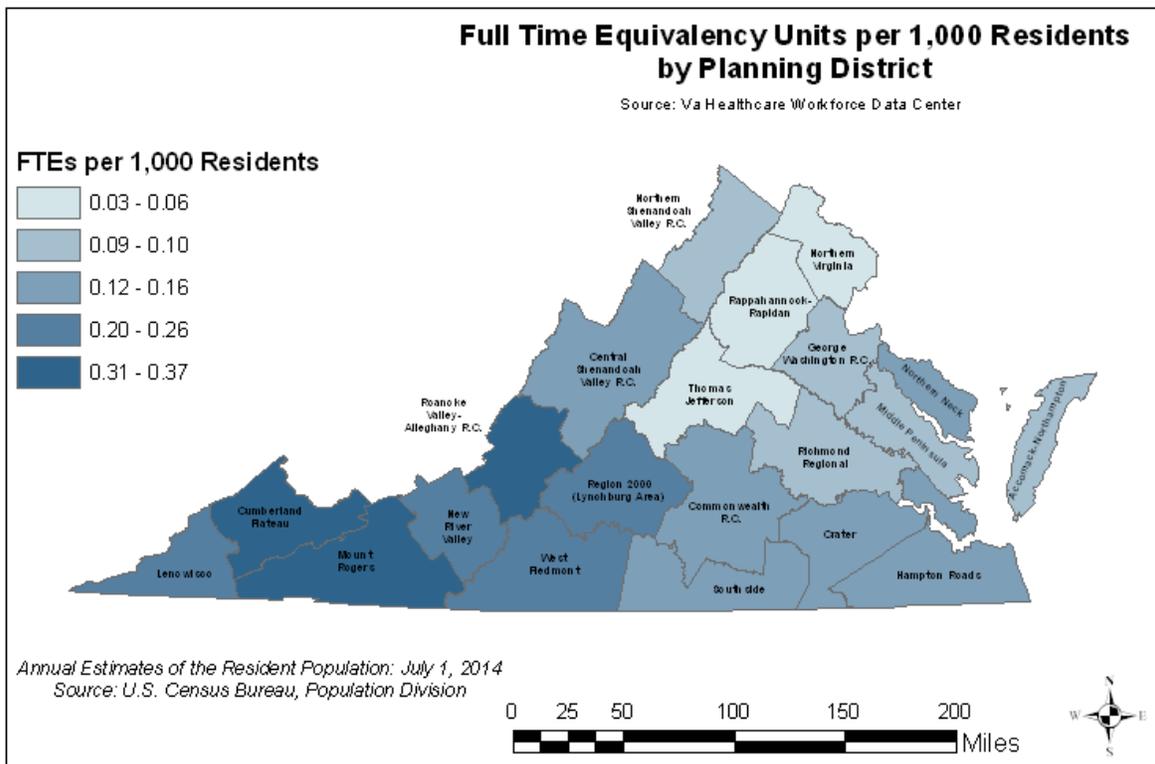
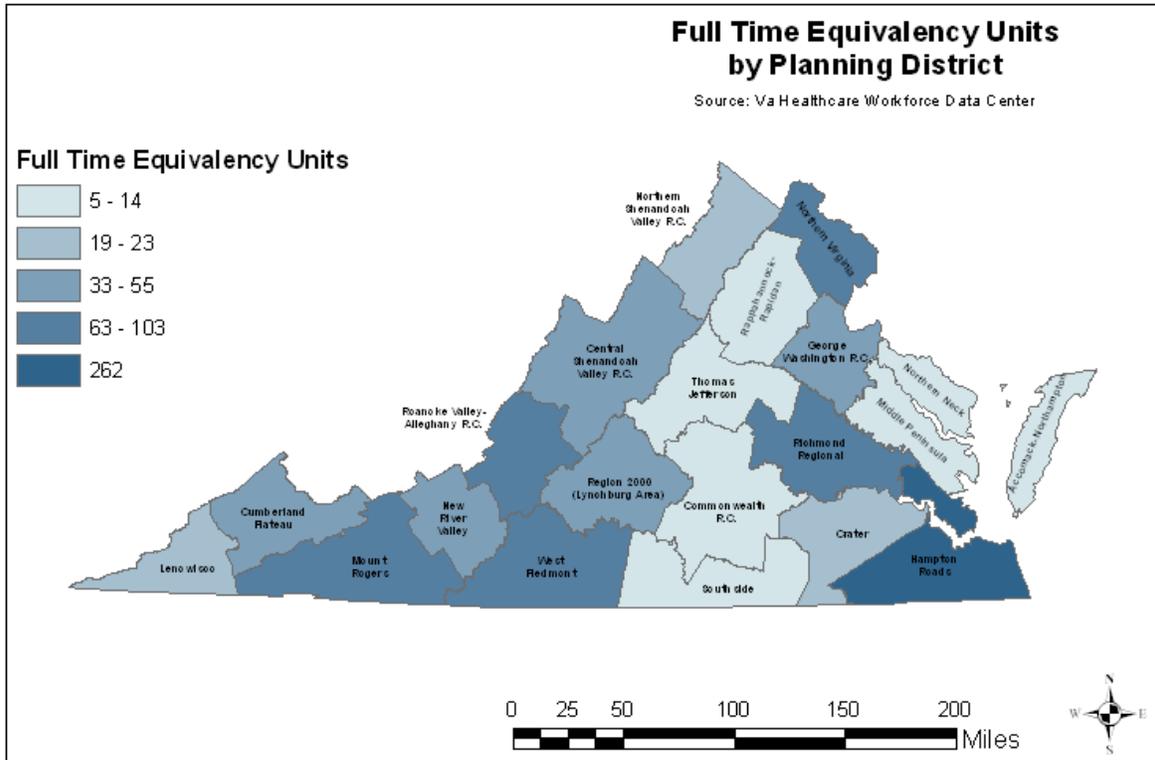
<sup>2</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











## Appendices

### Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	625	70.08%	1.426941	1.204158	2.220111
Metro, 250,000 to 1 million	231	80.95%	1.235294	1.042433	1.921937
Metro, 250,000 or less	99	72.73%	1.375	1.160327	2.139299
Urban pop 20,000+, Metro adj	53	73.58%	1.358974	1.146803	2.114365
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	59	69.49%	1.439024	1.214355	2.238912
Urban pop, 2,500-19,999, nonadj	93	73.12%	1.367647	1.154122	2.127859
Rural, Metro adj	31	70.97%	1.409091	1.189095	2.192339
Rural, nonadj	51	76.47%	1.307692	1.103528	2.034578
Virginia border state/DC	130	62.31%	1.604938	1.354366	2.497049
Other US State	133	30.08%	3.325	2.805881	5.173214

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	285	43.86%	2.28	1.921937	5.173214
30 to 34	226	66.37%	1.506667	1.270052	3.418557
35 to 39	189	71.43%	1.4	1.180137	3.176535
40 to 44	178	76.97%	1.29927	1.095226	2.947983
45 to 49	184	76.09%	1.314286	1.107884	2.982053
50 to 54	162	80.86%	1.236641	1.042433	2.805881
55 to 59	114	73.68%	1.357143	1.14401	3.079294
60 and Over	167	74.85%	1.336	1.126188	3.031322

See the Methods section on the HWDC website for details on HWDC Methods:

[www.dhp.virginia.gov/hwdc/](http://www.dhp.virginia.gov/hwdc/)

Final weights are calculated by multiplying the two weights and the overall response rate:

Age Weight x Rural Weight x Response Rate = Final Weight.

**Overall Response Rate: 0.682392**

